

Executive Director's Report – May 2020

1. **COVID-19 discussion - Question:** What level of risk are we willing to take on as an organization?
 - a. Public Health Orders are restrictive and focused on DSL and higher levels of care
 - b. Our private residents are included in the restrictions because they live in a DSL site.
 - c. We're juggling the balance of precaution/safety vs independence/autonomy
 - i. Residents & families are growing frustrated with the rules, and starting to ask (read: demand) that we show some common sense here.
 - d. I anticipate that this week the Public Health Orders will change this week, and language will move from 'must not' to 'strongly recommend against' when it comes to activities and processes that need to be followed. However, this really just builds the grey areas of what should be acceptable and not.
 - i. We have great staff and decision makers here on site. But, I want to get a sense from you, the Board, on where you would like to see Emmanuel Home land, in terms of restrictions & policing vs Independence & autonomy. This is a risk management discussion, and our Senior Leadership team will make the decisions to meet a certain level of risk, but we're looking to you to help us set that level!
 - e. I'll give more commentary verbally on Wednesday
2. **Staff**
 - a. Mary-ann Halisky (Kitchen-Aide) was let go in early May for poor behaviour and conduct in the Kitchen.
 - b. Last Thursday, a meeting was held with four staff members who have had a role in behaviours, discussions and/or gossip.
 - i. Mary Velthuisen sat in as an observer for the meeting.
 - ii. The staff participants flat out denied any involvement in any of the reports or concerns.
 - iii. I summarized the meeting notes and distributed the expectations on conduct and behaviour to each staff member, including a verbal warning that any future infractions will be met with discipline.
3. **Move-ins**
 - a. Move-ins continue in the North Wing.
 - b. We have begun the process for filling empty suites in the other wings, and they will be rolled out slowly in a controlled manner.